

A V P

NATIONAL GATHERING REPORT

2001

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AVP AUSTRALIA NATIONAL GATHERING 2001

The 2001 National Gathering was held at Cosmos Lodge on Mt Nebo near Brisbane. It started after lunch on Sunday 8 July and closed after lunch on Friday 13 July. Numbers were down on the previous year; there were representatives from AVP in Tasmania, New South Wales and Western Australia

The Sunday evening session was open to all AVP members who were able to come and we had a few extra visitors. The session began with a welcome from the AVP Q Vice President and also from Kathy Fisher, a descendant of the Gurungar Erwamim who welcomed us on behalf of the Turrubal people whose land we were meeting on. Then we had a BBQ and moved inside for the opening session and community building.

The Gathering for the opening session was – My affirming name is....something not many people know about me is.....a gift I have to offer to this Gathering is....

Ground rules for this Gathering were

- No put downs of self or others
- Dispute resolution guidelines
 1. Individuals concerned to talk to each other first
 2. If necessary, take the problem to the Care Bears
 3. Do not bring the dispute into the group as a whole
- Everyone to be fully present in the group
- All discussions to be confidential
- Have fun
- Walk the T.P. talk
- Don't interrupt
- No side talks
- Allow all speakers time to express their thoughts fully
- Love

The Care Bears for this national Gathering were David from AVP TAS, Giri from AVP WA, Malcolm from AVP NSW and Ron, AVP Q. Their role was that of group facilitation and group maintenance, including setting the agendas for the business sessions. Housekeeping matters were dealt with in this session, and following the habit of the past two years the group agreed to have no alcohol or other drugs used. We also shared what inspires us about AVP.

WORKSHOP

DO WE SEE THINGS THROUGH 'ROSE COLOURED GLASSES?'

The first two days were spent listening to speakers from various groups in the community. The session began with the Gathering - My affirmative name is...and right now I am feeling... Then an article written by an inmate facilitator in Woodbrook Correctional Centre, Merv Cowley, was read to the group and is included in the appendix at the end. Giri took us through the exercise 'Plungers, Waders and Testers' to round off the first session.

The speakers on the first day were from Volunteering Queensland, Correctional Services, (unfortunately that speaker had to leave in the middle of his talk to sign his teenage son into hospital) and Drug Arm. The session by Volunteering Queensland ended with group discussion on how to attract and keep volunteers and the following points were made.

- Make volunteering attractive to the volunteer.
- Reimburse expenses
- To keep volunteers – let them feel worthy
- Make meetings friendly and socialise
- Follow up
- Are we asking people who are not doing workshops what they want to do?
- What can they do?
- What about people who don't want to be facilitators?
- How do we get them on?
- How do we recruit?
- What jobs can they do?
- Promoting as a training program
- Pay volunteers compensation for lost wages

- Ways of getting people
- Quest was useless
- Build links to Volunteering Australia
- Get friends/workmates
- Use business contacts
- Universities
- Lions etc.
- Who is going to do it! Do we need some permanent person/committee with unlimited time?
- Horses for courses
- Marketing strategy
- Useful premises, place to work
- Energy – volunteer coordinator
- Fund raising volunteer
- Names for workshop
- Honesty required – shifts, options etc
- How does VA help us? Get to help them with conflict resolution
- Promote through VA website

Before dinner we enjoyed a session of Aikido, which helped us all to relax This included a demonstration of fire twirling on the lawn outside the dining room window while we were eating, which was beautiful and fascinating.

The second day the speakers were from the Domestic Violence Resource Centre, the Queensland Police on the topic of child abuse and Charles Barton on the subject of Restorative Justice. Efforts to find a speaker from the indigenous community were unsuccessful, mainly because NAIDOC Week was running at the same time. Charles Barton's segment included a role-play, which gave us a feel for how community conferencing works.

The Walkers from Tasmania had to leave on the Wednesday at lunch-time, but they had time to introduce us to two exercises they have developed and used in workshops in Tasmania; one is called 'Clearing Blockages' and is intended to explore the deeper roots of anger. The other is called 'Power Struggle' and explores the feelings and responsibilities associated with varying degrees of power. We also watched a video on HIPP that Giri had brought with her.

BUSINESS SESSIONS.

Business sessions were held on Wednesday after lunch and in the evening, all day Thursday, including the evening, and on Friday morning, finishing at 1 PM.

This document is transcribed from the butchers paper posters that we produced at these business sessions. At the beginning of each session we spent 5 minutes on a brainstorm sharing ideas and suggestions; these are listed at the end of the report.

AGENDA DEVELOPMENT

On Wednesday afternoon members listed the topics they wished discussed during the following business sessions. The resulting list of agenda items was:

- Overseas work from Oz
- Sharing new exercises
- State reports
- Report on International Gathering
- Anything from Nat. Gat. 2000 report recommendations
- Sharing news
- Oz Newsletter editor
- TAFE course resource
- Selection of facilitator teams in prisons and the community
- Management committee minutes
- AVP OZ. Where now? Where to? Certificates
- Use of e-mail /net web sites
- Lead facilitators

- Sharing issues
- Prison experiences
- Interstate facilitators – level of skills
- Training of new facilitators
- Care Bears
- Accreditation (certificates)
- Hidden agendas
- Fundraising
- Insurance
- Travel fund
- GST

The group then divided the list into groups of topics with something in common and listed them in order of priority. From this list the Care Bears set the agendas for the following sessions.

BUSINESS SESSIONS – DECISIONS/RECOMMENDATIONS

The following is a record of the decisions/recommendations reached during the business sessions.

SESSION 1

1. CARE BEARS

They are the contact points between states between the National Gatherings. Some issues were dealt with last year. It is helpful if everyone knows the name of their state's Care Bear and that each state has a list of the Care Bears with their PO Box addresses. There was some discussion on whether the name of Care Bear should be altered.

ACTION It is recommended that a name change for the Care Bears be discussed in the AVP OZ newsletter

2. MANAGEMENT COMMITTEE MINUTES

Minutes of incorporated bodies are public documents and it is preferable that only first names be used in these minutes. When minutes are circulated to other states, no names should be used unless this is essential and they are to be sent in hard copy **only** and only one copy to the secretary. They are confidential to the Management Committee only and are not for circulation. We recommend that the states send news of workshops, bright ideas, important events etc. to AVP OZ newsletter and that each state appoint a person to be responsible for sending this information to Giri.

3. NEWSLETTER EDITOR

The National Gathering ratifies Giri as editor of AVP OZ newsletter. Please have items sent to Giri by the 15th of the month previous to publication; that is by 15 February, 15 May, 15 August 15 November

SESSION 2

1. REPORTS FROM THE STATES

These will be found at the end of this report.

2. PROMOTIONS

The following suggestions were made

- Word of mouth
- Participants to write an article about a workshop for the local paper
- Radio interviews
- Self produced media material
- Service clubs, conferences
- Inform local radio stations
- New Age groups
- Men's phonline
- Prisoners' family and kindred centres

- PCYC
- Prison guards as part of the Prisons Department. Educational staff etc.
- TAFE students and teachers
- Education Department at Universities
- Be open to opportunities
- Carry AVP cards with us

3. ACCREDITATION OF CERTIFICATES

This will be looked into.

ACTION Giri will post the information to the e-list.

4. UNIFIED CERTIFICATES

If we wish to produce a uniform certificate we need an AVP OZ logo

ACTION Each State is asked to produce 1 or 2 designs and send them to Giri by 31 September to be published in the newsletter for discussion.

5. PROBLEM WITH ISSUING CERTIFICATES ONLY AT PRISON WORKSHOPS

If we issue certificates only at prison workshops, we draw a distinction between inmates and outmates. "If I have a certificate it shows I've been in prison."

ACTION To avoid this, we recommend that all states issue certificates for all Level One and Two Workshops

We discussed the fact that the membership of AVP Australia wide is growing and many members are unknown to AVP groups outside their own state. We therefore made the following recommendations.

6. REGISTER OF GRADUATES

We recommend that all states keep a register of graduates who have completed any level of workshop. The register to include the following

- Name of graduate
- Date of workshop
- Venue
- Certificate serial number

7. REGISTER OF TRAINED FACILITATORS

A simple register of all trained facilitators to kept be each state including

- Name of facilitator
- Area of experience, eg prisons, HIPP etc.
- Date qualified
- If applicable, date s/he ceased to be a facilitator

8. LETTER OF INTRODUCTION

A letter of introduction can be issued to any AVP graduate who is travelling outside their state, including a verification contact with their name and address. States should ask for a letter of introduction from visiting AVPeople.

SESSION 3 THURSDAY

1. TEAM SELECTION

The Management Committees in NSW and WA have overriding responsibility for teams and all policies and decisions relating to workshops. Members of the Management Committees in those states all have AVP experience. As a policy in WA, people must have done at least a basic workshop before being accepted as members. In NSW people must do all 3 levels before becoming members. NSW also have "Friends of AVP", non-active associates who support the work of AVP.

ACTION. What happens in others states? Dawn to find out.

Look at the possibility of a national policy on this matter

2. LEAD FACILITATORS

NSW does not have Lead Facilitators as such, but recognises ability and experience. WA does not appoint Lead Facilitators. Some teams work without a leader, some appoint a Lead Facilitator, some teams have a person who acts as Lead Facilitator without being officially appointed.

ACTION AVP Q will share its leadership training material with other states.

3. INTERSTATE VISITATION

We value it and encourage it, both interstate and internationally.

4. E-MAIL

Anyone interested in AVP-AU or AVP-AUL can ask his or her Care Bear to contact Katherine in NSW.

ACTION This information to go in all state newsletters

TAFE RESOURCE MATERIAL

We acknowledge that Katherine and Malcolm Smith and other AVP members in NSW have produced the pilot TAFE course, putting many hours of hard work into it.

There is a strong concern however that there was no further consultation with other states before the project evolved and copyright was given to TAFE NSW.

We have a concern about the introduction of this course into a national TAFE network; if it is picked up by Corrections in different states, this may result in AVP being replaced in prisons by this course because funding is available from other sources and it will be less hassle. This has already happened in the US.

A concern is expressed that the course is copyrighted to TAFE NSW with all the implications of that.

We ask that each state look at the possibility of having a joint copyright between AVP OZ and TAFE NSW and indicate whether or not they agree to this.

SESSION 4 THURSDAY

1. INTERNATIONAL GATHERING

We received a report from Giri. The official report is available from Giri in WA. The next International Gathering will be held in Nigeria in 2002, in September. We suggest that members do their best to attend an International Gathering.

2. PORTUGAL

Margaret gave a report about her visit to Portugal in 2000. A written report is available from the AVPQ secretary.

Margaret found great interest in AVP in the prisons she visited. We suggested Brazil would be an appropriate country to contact about this.

3. INDIA

Giri reported on her visit to India. 5 states have AVP with 27 facilitators partly trained. Prisons also need servicing. There is much enthusiasm for AVP there, but we need to listen to what the Indian members are saying and go at their pace. Giri in WA has a copy of the report.

Giri hopes that more OZ facilitators go to India to help develop AVP there. AVP WA is seeking funding for this.

ACTION If anyone visits any prisons or AVP workshops abroad we ask them to send a report to Giri .for inclusion in the OZ newsletter.

4. PRISONS EDUCATIONAL CONFERENCE

Contact Margaret van Bremen through AVPQ for information about this

5. AVP OZ, WHITHER NOW?

We ask anyone who has a resource that could be used by other states to send the details to Malcolm in NSW.

We thank AVP NSW for being willing to act as a resource centre for all states.

The present informal organisation of AVP OZ with its attendant functions is working well and we see no reason to alter it.

If any state becomes aware of a source of federal funding, please inform the secretaries of all states. Please notify all states(if possible)before applying for any funding.

6. CONTACT WITH COMMUNITY AND CUSTODIAL CORRECTIONS.

WA is trying to organise workshops for custodial staff

NSW have staff participating in workshops on an individual basis

The suggestion was made that we try to put AVP onto the state Staff Professional Development program. In ACT this would be a federal program.

SESSION 5 THURSDAY

1. WEB PAGE WWW ?

We agree that Malcolm should apply for the domain name www.avp.org.au on behalf of and in trust for the national AVP entity.

A technical proposal for the design and development of the web site will be sent to all states by Malcolm for discussion.

The Management Committees to respond to Malcolm by 7 September.

2. TAFE COURSE REVISITED

We suggest that AVP NSW be asked to contact David from AVP TAS for his comments on the TAFE course.

SESSION 6 FRIDAY

1. SHARING EXPERIENCES AND PRACTICES.

We need team players with initiative!

Are there any suggestions about another name for T4F? We note that the name suggests that a participant is a fully trained facilitator at the end of that workshop. We think this is a false expectation; if we concentrate on producing facilitators, we lose many people with other skills and interests who might well become productive members of the AVP family. Please send your suggestions to Giri to be published in the OZ newsletter.

2. NATIONAL GATHERING 2002

We leave it to the Care Bears to organise the venue. Times to avoid are NAIDOC Week, School and TAFE terms, except in Queensland. The best times are the Easter or September breaks. It will be good to make this decision by September 2001.

3. TRAVEL FUNDS

We recognise this is an ongoing need and recommend that each state looks at avenues for funding to travel to the National Gatherings.

Care Bears will facilitate financial support for representation of all states at National Gatherings

4. FUND RAISING

This to be initiated at state level with calls for national support when the need arises.

We recommend sharing of fund raising avenues between states.

The 2001 National Gathering closed with a BBQ lunch.

BRAINSTORM

These ideas were generated over the 6 business sessions. They are included exactly as they were written on the poster; if you wish more information about any of these ideas, please contact the person whose name is beside it through their state secretary

Nat Gat by teleconferencing. Olwyn, WA.
Sharing of songs, tapes and CDs. Margaret van Bremen Qld,
Use Officeworks for photocopying . Malcolm NSW,
Use M.P.s offices for photocopying Margaret v.B. QLD
Do the Power Inversions in morning, also stereotyping. Follow with guided meditation. Giri WA
Return the process to its basics or its roots. MvB QLD
Where's the Mandala? Ron QLD
Plastic sachets to hold all stuff for particular exercise. Malcolm NSW
Hold Lead Trainer workshops and Role-Play workshops at Nat Gat. Giri WA
Chairs for games. Ron QLD
AVP OZ T shirts. Giri WA
High Fives helping consensus. Malcolm NSW
Movie nights. Olwyn WA
11 point consensus building. Giri WA
Keep the channels of communication open and clear. Margaret v B. QLD
T. P. Giri WA
Hourglass and blow up sheet. Giri WA
Teddy Bear supporter in prisons. Giri WA
Music please Kathy. QLD
Lunch provided at community workshops – fee. Malcolm NSW
AVP International Gathering in OZ – some time. Margaret v B. QLD
On back of certificates put list of what workshop is about – what is learned. Giri WA
Debrief outmate participants? Giri WA
Buddies/storming. Malcolm NSW
Use humour. Malcolm NSW
Travellers' in-flight magazines, use pictures. Giri WA
Piktur Purrfekt – Coming to Consensus in Level 2. Giri WA
What we wish we'd been told before going into prison, male or female, Australian, general. Giri WA
For facilitators, prison outmate participants. Giri WA
High-income groups pay \$120 for a workshop. Malcolm NSW
WA fees vary - \$40, \$70, \$120. Giri WA.

LETTER TO INMATE FACILITATORS

Dear

Greetings from the National Gathering 2001. Here we are gathered in the sylvan surrounds of Mt Nebo in Queensland. We have been here together these fine days sharing and caring in the AVP manner. All the time we have been consciously aware of your presence in spirit with us.

We had our laughs, we had our cries, we had our moments, we had our silences. AVP Q welcomed us warmly and made our stay memorable, The venue was great, the food was wonderful and aplenty

We gained insights into various things like what volunteering was all about, domestic violence and Aikido and we seemed to cover all kinds of topics one could think about. We muddled through our business cheerfully and managed to come through successfully, still intact as one group.

We missed you and we hope that soon a time may come when AVPersons could come together again in big or small groups.

In love and peace

INTRODUCTION TO MERV'S ARTICLE

1

I can't be at the National Gathering but I know that I will be there in spirit.

With regards to your comment "Who are you?" Yes I am an Inmate Facilitator at Westbrook but I am also a father as well as a son, I am also someone's friend and to others an enemy. I am someone's uncle and a brother as well. I am an electrician, a writer, a sander treatment plant operator, but most importantly I am a member of AVP.

AVP is not about a single prison, it is about a group of people from all walks of life, working together for a common cause.

I wish you every success with the National Gathering.

Expect the best
Marvellous Merv

ALTERNATIVES TO VIOLENCE PROJECT - AVP (NSW) ANNUAL REPORT JUNE 2000 - JUNE 2001

AVP (NSW) has 5 groups - a prison group, a IUPP school group and three community groups - Sydney, Newcastle and Canberra. Over the last year these groups have continued to grow and diversify or merge their activities. For example AVPNewcastle now has a prison workshop program and AVP-Canberra has a HTP workshop program in schools.

Liaison with other AVP groups has continued to 'increase with interstate facilitators joining AVP-NSW workshops and AVP-NSW facilitators going to other states. Thanks is extended to Lou from Victoria, Terry from Qld and Olwyn from WA who came to NSW and AVP-NSW facilitators - Julie, Peta and Stevie who visited WA, Charlotte who visited SA and Alice Springs and Katherine S who visited SA.

The introduction of a course based on AVP principles and learning method into TAFE NSW has suddenly increased AVP's profile in NSW. This, growth in the IEPP program and the planned development of a website auger well for flourishing programs in the next year.

AVP (NSW) PRISON PROGRAM

Since Parklea Prison has become a remand centre, we have discontinued workshops there and have moved to Windsor.

Eight-weekly workshops are currently held in four prisons (Windsor, Emu Plains, pri Oberon and Lithgow) with Bruce and Laurel as principal facilitators, assisted by Jacque and Kathen'ne M, as well as a parallel program in the Lithgow Protection area run by Rowe and Daniel. In all these prisons except Emu Plains there is a solid core of experienced inmate facilitators.

The Newcastle Group has just completed a Facilitator Training workshop in Cessnock i Prison, with Rochelle as principal facilitator and convenor, assisted by Terry (Qld) and Laurel. Seven inmates and one outmate graduated.

Invitations have been received from Kirkconnell and Parramatta Prisons, but not enough facilitators are currently available for us to respond to these invitations. The program continues to be very much appreciated by inmates and staff, with high credibility amongst members of the Parole Review Board and the Serious Offenders Review Committee.

To date no objective evidence is available about the effect of AVP on recidivism or subsequent behaviour, but Lithgow Prison tells us that, of approximately 150 inmates who have participated in at least one workshop, only two have had subsequent charges while in prison. This represents a considerable reduction from the norm. However, this is soft data and must be interpreted with caution.

Laurel Thomas 2/7/01

AVP (NSW) HIPP PROGRAM

There are three main RWP Programs in schools centred in the Port Jackson District, the Granville District and in Canberra.

Julie's Port Jackson team have moved their programs from being based around supporting specific targeted students to providing systemic changes in schools. Programs have been held in both primary and high schools where a whole year like all Year 5 students or all Year 8 students attend RWP programs each year. In this way with a significant number of students in a school having attended a RWP workshop the whole school culture changes. Currently a large program is starting in Burwood Girls High. Facilitators from Julie's team, Ann and Charlotte from Canberra, Olwyn from WA, and Mary from Sydney have joined together to provide workshops for staff and students of the school.

Julie is planning to train teachers in a set of HIPP Basic, Advanced and T4F workshops at Burwood Girls high. Some of the IUPP T4F graduates would then be invited into community and prison AVP workshops. To date all the RWP Facilitators have received their AVP training in community and prison workshops.

Lyn's Granville Team are providing HEPP programs in schools as well as two innovative HWP extension programs. The GAP Program provides WP workshops in conjunction with local youth workers and the targeted students participate in *HWP* workshops in the morning and mentored community projects in the afternoon. The GAT Program is being taught in conjunction with TAFE. Targeted ("At risk") students participate in RWP workshops in the morning and TAFE courses in the afternoon- The students receive a TAFE qualification Statement of Attainment in Skills for Nonviolence and this also provides them with a module towards their TAFE entry level course.

Both Julie and Lyn and their teams provide HWP training for a number of teachers and behaviour consultants in other districts. HIPP programs are developing in Ryde and Campbelltown with Mark joining the Ryde District Behaviour Team and Fiona joining a school in Campbelltown.

AVIP-NEWCASTLE

It has been quite a big year particularly with our venture into running workshops in Cessnock Jail where we recently ran our first training for Facilitators workshop. **Our** experience **in** the Jail has been excellent and we could not ask for better support from the key staff (particularly the Chaplain who is our main contact).

Although there has been quite a lot of interest in community workshops, because of our commitment to the prison, we have not been able to run as many in the community as we would like. We receive quite a lot of referrals from a variety of welfare organisations, particularly one of the women's refuges which sends people 2-4 women to most first level workshops. We once again tried to run a workshop in more rural area without much success.

We meet rarely as a whole group and find that meetings are not well attended. We would like to organise more follow up sessions for participants, if we had the people able to run them. One of the challenges is maintaining enough Facilitators with the experience and confidence so that we can ensure that there is always at least one very experienced Facilitator in every workshop.

In the **period** since our last report (1 5 months) we have run the following workshops:

4 community first levels	35 participants completed
1 community T4F	6 participants completed
4 prison first levels	63 participants completed
2 prison second levels	26 participants completed
1 prison T4F	8 participants completed

We have also done a few mini workshops for a variety of groups.

11 local Facilitators have facilitated workshops and we have also appreciated the support from Laurel (NSW) and Terry (Qld).

We are sorry none of us are able to Join you at the national gathering and hope all goes well.

PS For those of you who know them:

Graeme (and his partner Cathy) had a wonderful baby girl born on 8 December 2000;

Tracy (and her partner Steve) are expecting a baby on 1 0 October 200 1.

Graeme Stuart

AVP-CANBERRA

Canberra community workshops continue to grow with Charlotte as the re '@ar. Over the last year a large HIPP program has developed in two Canberra schools. Many of the Sydney RWP facilitators led by Julie, Peta and Stevie have joined with Canberra facilitators led by Ann and Charlotte. A more detailed Canberra report will be forthcoming when Charlotte returns from Central Australia. While there in June she joined the team from South Australia in the first workshop at Alice Springs.

AVP-SYDNEY

The Sydney community group continues to develop. For a number of years there have been a sequence of 4 basic and 2 advanced workshops held every year with the T4F training being held in prisons. The focus for the last few years has been training teachers for HWP. This year with the TAFE program impacting more and more workshops are being needed. The number of workshops have been limited by the number of experienced facilitators available. After a recent series of 5 T4Fs in prisons and the Newcastle, Canberra and Sydney community groups there are 8 new apprentice facilitators currently in training in Sydney.

One day workshops restarted with a very successful role play workshop and two more training days are planned on Advanced Role Play and Handling Challenging Participants. An AVP-NSW exchange day is also planned. In the next couple of months it is planned to have a website which will help to promote workshop dates. This will help provide information for the growing number of TAFE teachers and students who are enquiring about AVP.

AVP AND TAFE NSW

Hundreds of TAFE students in 15 colleges throughout NSW have completed the module "Transforming Conflict. In 2000 two modules based on AVP philosophy, content and learning styles were developed for TAFE NSW. "Transforming Conflict TAFE NSW module number 4964D is based on the skill content of the basic workshop and "Facilitating Nonviolence" TAFE NSW module number 4997F is based on the skill content of the T4F workshop.

These are contained in a range of courses and also may be completed as two standalone short courses. The short course Statement of Attainment in Skills for Nonviolence number 9843 consists of the module Transforming Conflict and the short course Statement of Attainment in Strategies for Nonviolence consists of both modules.

All graduates of AVP and HWP workshops are now eligible for a TAFE qualification and at least one module exemption for a range of courses including the CGVE (Certificate of General Vocational Education) which is the TAFE entry level course. The Granville HIPP program provides their students with the TAFE qualification.

These TAFE modules are distinctly different from AVP workshops. AVP and HWP workshops are facilitated by qualified experienced AVPMTP facilitators under the auspice of the AVP network. These workshops are based on the AVP~P manuals. In the TAFE modules there is no mention of Transforming Power, the mandata or the RWP keys. Instead there is a toolbox of transforming conflict tools or skills which participants add to during the classes. There are assessment tasks based around a simple scripted roleplay and a six step problem solving negotiation. Many of the activities can be used in either AVP or I-UPP however many of the AVPIRWP favourite activities have not been included.

The TAFE modules are taught by full and part-time TAFE teachers most of whom have received no AVP training. Their own guides are the syllabus (which most have not seen), their range of experience and current resources, sometimes AVP workshops, sometimes facilitator training run by Katherine S and Wendy and now a facilitator's manual which is about to be published.

The activities included in the teachers manual are public domain or developed or adapted by AVP-Sydney facilitators. These activities become the copyright of the NSW Department of Education and Training. The experiential learning method of facilitators guiding learning using activities and reflection debn'efs is proving to be very popular **with** the teachers who have been introduced to it. The modules are initially **being** used with youth at risk students and many of the teachers are planning to use the learning method and activities with other students and other classes.

The result has been a marked increase in the number of TAFE teachers and students who want to know more about AYP and attend workshops. AVP-Sydney has been approached by a number of colleges to provide part-time teachers to teach the module and to teach teachers how to teach the module. Peta, Mark, Grahame S, Sue, Patrick, Wendy and Katherine S have been involved in this.

It is planned to establish a website to help promote AVP workshops across Australia. Soon it is planned to distribute details across AVP-AU about how TAFE in other states can pick up these modules.

An interesting dilemma that has arisen is how to help those who are interested in AVP and live a long way from an established AYP program for example in Moree, Albury, Orange and Cooma. At present there is a combination of

these people coming to Sydney etc for workshops and AVP facilitators travelling to these centres for TAFE or school teacher training, TAFE institutes in NSW are paying for teachers to attend AVP workshops with staff development funding. Increasing violence and numbers of Youth at Risk is a growing problem right across the state. Currently we are enjoying "flavour of the month" status.

AVP ACT Report. --April-20QO--August-2Q01

A year of slow community responses to advertising offset by increasing work with schools and HIP, We have a few more active Facilitators but still need more of course! The AVPIHIP net is spreading wider but I am becoming convinced that the only effective way of increasing participants in workshops is to physically visit organisations and meet people person-to-person to spread the word about us. After all AVP is about relationships, so it makes sense that the promotion needs to work with in the same way.

We have run one basic, 2 advanced and a T4F in the last year. We have run full HIP Basics or tasters at 2 primary schools, and 4 high schools. (2 of our more active Facilitators are school counsellors.) We have run other tasters at the Lifeline Convention, and for a Youthline training weekend. Julie Korner and Peta Blood have visited Canberra on numerous occasions to run presentations at schools, plus a one-day workshop for a drug and alcohol organisation's staff.

Talks:

Many talks **have** taken place with interested places in the community. Examples of these are the Belconnen

Remand Centre, the School Counsellor's Association, the Periodic Detention Centre, a primary school, and VOCAL, Victims of Crime.

Plans

We will approach the Canberra TAFE, Centre for Continuing Education, and Teachers' Professional Development re running some workshops next year. We have applied for \$15,000 from the National Bank Community Volunteer awards with a view to paying for proper advertising to attract participants, personally visiting likely organisations, and waiving their fees and getting a significant number of more Facilitators through. Some of the money would also go towards paying for clerical work to bring the records up to date and putting them all on disk.

We are doing a presentation at a Safe Schools day run by Brenda Morrison and others. Brenda has an excellent document-evaluating HIP at Chambersburg in the US. She is a researcher into school bullying, at the ANU. She has applied for money to make a video of HIP and restorative Practices in Australia.

Other

We have registered AVP with the Australian Training Register. People can access this list electronically, and for a fee, to learn what training is happening that may suit them.

We have found free training premises (very nice too!) at a Catholic Church hall. We just pay heating costs.

We have been promoting workshops through the regular publications **of** the Anglican **News** and Catholic Voice as well as the usual outlets.

Two of our Facilitators were fortunate to be able to go to Sydney and get a total of 9 days facilitating and participants experience with Julie and Steve's HIP team in a couple of High Schools in the Port Jackson area. This was invaluable.

So goodbye and good luck to all other AVP people in Australia. Lets hope the coming year is a boom one as far as the wider community benefiting from the gifts that AVP brings.

Charlotte Henderson 02 62512 942

DO WE SEE THINGS THROUGH ROSE COLOURED GLASSES?

by MERV COWLEY/MARVELLOUS MERV.

(From the inside looking out)

Many years ago, when my life was collapsing around me, I had occasion to sit behind two ladies at a school concert. While I was brooding in despair over the collapse of my marriage, I happened to overhear a conversation between the two ladies.

Everything in life is relative to how important it is to us at the time. What **is** important to one may not be important to another, what is devastation, to one may be a mere annoyance to others.

Do we see things through rose coloured glasses? We see what we choose to see and our vision of the world is coloured by our own emotions,

The conversation that I overheard between the two ladies was about how long their "perm" lasted in their hair. To them **it was** a complete tragedy that their perm only lasted a matter of weeks. To me, in the depths of depression, I could not have cared less about their perm or the consequences of how long it lasted.

Do we see things through rose coloured glasses? Sometimes I think that we view the world with blinkers covering our eyes. We choose to see what we want to see, and only then if it is important to us.

I once too viewed the world through rose coloured glasses. My view of the world was coloured by my own feelings and emotions.

Not only was my vision clouded by my own emotions but my hearing was selective as well. The world looked okay through my rose coloured glasses and the sounds of silence from my selective hearing masked the collapsing of my marriage. I just did not see or hear the signs of a relationship going down the drain.

Years later, looking out from a prison cell, the world has taken on a more sombre view.

The trappings of freedom have been replaced, by harsh concrete and razor-wire. The peals of laughter of small children have been replaced by the clang of heavy prison doors.

Gone are the visions of happiness ground into a thousand tears, gone is the familiar hug of a loved one, lost in endless nights of loneliness. Some may say that prisoners get what they deserve. "Lock **em** up forever" is the catch cry of people in rose coloured glasses. Spare a moment however to

ponder the words "There but for the grace of God go I. " No one is immune from prison, neither you nor I.

Do we see things through rose coloured glasses? Yes, I suppose that we do indeed see things through rose coloured glasses at times. If however we arrange to take off those rose coloured glasses occasionally, if we allow ourselves the liberty of walking in another's shoes, the world **can** be a more rewarding place. Now that I am at a prison farm the harshness of razor wire is gone, the clang of prison doors has been replaced by the song of birds. Where once was sadness, laughter has returned. Where once depression reigned supreme, hope again soars in my heart.

Alternatives to Violence and the support of the many people who conduct the workshops has removed the rose coloured glasses for me. Where once I viewed the world artificially, I now view the world and people with compassion, love and kindness. Won't you take off your rose coloured glasses, just for a little while!

Marvellous Merv

AVPQ President's Report

Since the last National Gathering, AVPQ has faced uncertainty and enthusiasm alike. Despite falling membership numbers, we have a level of confidence and stability that has been missing since we lost so many Lead Facilitators a few years back. It feels to me that we are ready for a renewed burst of vigour.

AVPQ has received a substantial donation recently, which has assisted us greatly. Instead of the AVPQ Management Committee using its time and energy on fund-raising projects like the silver key-rings fiasco, we are now able to focus on issues like workshops, membership and the business plan. We have acquired posters and a banner from the donation, and our brochure is being rewritten as we speak. Our never-ending gratitude goes to the kind donor.

The 5 year Business Plan has been close to being finished for months now. Roy, Jubilant Jan & Heather have had the rough draft organised, yet we feel the need to go back to our membership. Another planning session will allow us to listen to the thinking & feeling of the active membership, from which will emerge the completed Business Plan.

The Brisbane branch of AVPQ has not run a community workshop for 2 years. Despite many attempts, we have had trouble 'getting bums on seats'. Transforming Terry has been putting hours into advertising and coordinating community workshops, only to cancel them at the last minute due to insufficient numbers. After a false start, we now have a new Community Workshop Coordinator who will work alongside Transforming Terry in establishing stronger community networks, encouraging word-of-mouth advertising among our membership, and chasing up individuals who have been on our books for years. We are glad to welcome Beth to AVPQ.

The Maleny branch of AVPQ has been running some very successful community workshops. We hope to see a continuation of this, with new membership and facilitation skills being the result. Woodford Correctional Centre Workshops, although starting well, have been problematic, with custodial staff being less than supportive of AVPQ Facilitators during weekend workshops. Relaxed Ron, through the Management Committee, has recently written to Woodford CC Management, notifying them of the withdrawal of AVPQ workshops for the present.

Jubilant Jan established a good working relationship with the management of Westbrook CC outside Toowoomba before she left for overseas. We all miss Jan. AVPQ continues to offer workshops at Westbrook with Marvellous Merv, an inmate member of AVPQ. Merv is an active facilitator who writes articles for the AVPQ news@er and has written the opening for our National Gathering workshop.

AVPQ will be conducting short or weekday workshops with groups in the service industry over the next few weeks. A full program of community workshops is also planned for the next 6 months, from which we hope to reinvigorate our membership. We intend chasing up individuals whose memberships have lapsed over the last couple of years, to discover the reasons they discontinued their memberships and invite them to return to workshops.

We have 5 active Lead Facilitators at present, and 7 Facilitators. Until we can build up a healthier number of active Facilitators, there will be limited opportunity for AVPQ to return to Borallon or Moreton CC's, or to go into Women's or Pallen Creek. At a recent meeting of Lead Facilitators and the Management Committee, it was agreed that our first priority is to do what we do well and comprehensively, rather than spread ourselves too thin and burn out.

AVPQ made contact with Volunteering Queensland perhaps 18 months ago. This is a free connection, yet it has benefited us already. With access to information and training opportunities, advertising for voluntary personnel, and heaps of correspondence. As the public profile of voluntary work is raised in this International Year of the Volunteer, it is hoped that there will be a flow on effect for AVP.

The Management Committee has had a rough year, but the work continues to get done. The AVP National Gathering has been beneficial to AVPQ. It has helped us focus and use our members' skills. As with most team efforts the organisational period has not been without difficulties but it has brought home the importance of Walk the Talk. Each of us brings our individuality to AVPQ. It is the amalgamation of this that helps us continue to grow. Many thanks to Joanne the Treasurer of Reliability, Kind Kathy the Secretary of Accomplishments, and Roy the Minutes Secretary and Acting Everything-As-Required. AVPQ wishes that your time at the National Gathering is informative and enjoyable.

Healthy Heather.

After the successful completion of our first series of workshops in 1999, we were quite hopeful that we would succeed in offering two series of workshops this year in order to boost our numbers of Facilitators. We have had some modest successes this year, however the low number of committed Facilitators continues to be a concern for us. We were pleased to welcome Susanne Kelley from Perth in May. Susanne completed the workshops in Western Australia and moved to South Australia this year.

Three Basic workshops were held this year in February, in May and in August. Two Facilitators, Giri Taplin, from Perth, and Graham Stuart from Newcastle ably guided us in the running of the first two workshops and we were pleased to run the August workshop on our own. We ran an Advanced workshop in May under the guidance of Charlotte Henderson from Canberra. We had planned to do an additional Advanced workshop in October and two Training for Facilitators workshops, however these three workshops were cancelled because of very low numbers. This was a great disappointment to us, however, we are beginning to learn that AVP in SA can only grow at the rate at which we can attract participants and that our Facilitator numbers are tied to that reality,

We were pleased to offer HIPP workshops at Thomas More College in Salisbury over a period of six weeks in April. This was a new experience for us. An opportunity arose to work with the gifted and talented group from this school. We realise that this is not the group we normally aim at, however we thought that it could be a valuable exercise for all students, irrespective of their ages, talents and abilities. We hoped that this small group might be able to process and retain their experiential learning particularly effectively. We took advantage of Graham Stuart's experience and the HIPP manual to help us with the planning of these workshops. Rhonda and Jo worked with 15 year 10 students for a double lesson (one and a quarter hours) each Tuesday. They enjoyed the experience very much and reported that the group came together in a co-operative way during that time. In an evaluation sheet, all students said that they enjoyed the experience and most said that they would be interested in another series of workshops.

We were pleased that Rhonda was able to attend the National Gathering at the Blue Mountains in April 25-30. At a special Facilitators' training workshop in May, Rhonda reported on the particular focus of race issues at this National Gathering and the insights gained there. We were pleased to discover that there was considerable interest in AVP in Broken Hill but we expressed some frustration that we were not big enough or strong enough to be able to assist. We ran another Facilitators' training workshop in September. We had as a special focus for this session, the selection of facilitation teams.

We have had a change of venue during this year. Our usual workshop venue, OARS was sold and we have been searching for alternative venues. We have enjoyed our time at GROW Centre on South Terrace, but the price will be beyond us next year. The Junction Community Centre at Ottoway is a promising site for the future and we are looking at other, more central locations. We are pleased that Charles and Elizabeth Stevenson are prepared to take on the job of catering for our Workshop evening meal on a regular basis.

Like all other organisations we have had to become informed about the

GST and we received our ABN in June. We had been pleased with our insurance cover until this year and then discovered that the annual charge on one of our two insurance policies had risen to an impossibly high figure. We have had to cancel one policy and we have decided to continue with just one.

We have been contacted by Chris Castle in Alice Springs. Chris is very enthusiastic about bringing AVP to Alice Springs because this city has a particularly high rate of violence and Chris feels that his new employer, an Aboriginal NGO, is supportive of his involvement in AVP. We were unable to send Facilitators to Alice Springs, however we were pleased that Chris was able to attend a Basic workshop in Adelaide in August. Chris was very keen to complete the series of workshops in Adelaide this year, and we were particularly frustrated that these workshops were cancelled late in the year because Chris' plans for AVP in Alice Springs are now on hold. We would welcome ideas, suggestions or offers of help from other AVP groups throughout Australia to help support Chris Castle in Alice Springs.

Jo Juchniewicz
Public Officer

**A. V. P. TA SMA NIA
REPORT OT NA TIONAL GA THERING JUL Y 2001**

MARK TWAIN once said something to the effect that " Rumours of my demise have been greatly exaggerated ". At some stage during the year it filtered through that we were thought by some to have expired.

Whilst at some stages we may have been hibernating, let us reassure all who are concerned-
WE ARE ALIVE AND KICKING.

On the downside, during the last 12 months we have been unable to increase our Facilitator numbers, have had continuing problems with the prisons and have done a reduced number of both prison and community workshops. Also we are financially challenged, having expended all available funds on airfares to this gathering. However there is much good to balance this and give hope.

We were able to have a good break and rejuvenate our spirits and enthusiasm. This was sorely needed.

We have come through the difficulties associated with cuts in the Corrective Services budget and consequent reductions in and frequent changes of staff in Welfare and Programmes. Wonderful Willy has made a breakthrough by persuading a prison Welfare Officer to be a participant in a prison workshop. It was necessary to clear this with the inmates at commencement of the workshop. This was no trouble and he did his level 1 in May and level 2 in June. He is convinced of A.V.P.'s worth and wants to go on and be a Facilitator.

We therefore now have a supporter in the ranks of the Department. Of course he is aware that he can not conduct workshops except as a member of and on behalf of A.V.P. in due course, and that the Program can never be owned or conducted by the Department.

We have also resumed Community workshops with TAFE. There was some difficulty with contracting arrangements which seem to have now resolved.

Another plus has been the trial of two new exercises in the June level 2 workshop in Risdon Prison. One was devised by Wonderful Willy and one by Dashing David. Both went extremely well. Also during the year we achieved registration as a Tax Exempt Charitable Organisation.

Although we are small in numbers, we are a small State and there is a limited quantity of population to cater for. Ideally we would like this year to substantially increase our Facilitator numbers, but we can continue to operate reasonably effectively as we are.

For the record we currently have 4 active Facilitators in the community and 1 in Risdon Prison. We have a board of 6 and our meetings are fun social events.

We wish peace happiness and success to all A.V.P. groups.

Annual Report For AVP National Conference 2001 from AVP VIC.

First of all Victorian AVPer's would like to wish everybody present at the NG all the best. We are meeting this Wednesday evening and I am confident we will spend some time acknowledging your being together at the beautiful Mt Nebo. You may be experiencing some colder weather too.

As a group we will be mindful of some of the ground you will be covering and would like to congratulate the QLD committee for the time and effort that has been put into the gathering. It is an enormous effort and the rewards are not always evident at the time. To know and honour the time you will be together is an opportunity for us here to reflect on what AVP is for each of us individually and on the organisation around Australia with its many faces and activities

OUR YEAR

The committee meet nearly every month to enjoy each other's company and deal with the business as it arises, Last year we were able to circulate an AVP into sheet in the Victorian Inter-church newsletter and through the Neighbourhood House network. This resulted in the grand total of 2 enquiries.

Prison workshops continue at Won Wron Prison at Yarram. They are usually a combination of a basic and material from a second. This is because the participants are often pre/release **and** we try to meet the themes that emerge early as being important for them. Anger, fear, relationships/gender and communication have given us great opportunities to craft agendas. At times we have had inmate Facilitators with us as they reach the end of their time in prison and their contribution is of enormous value, We have found too that some people are coming back for a second time if they are still there. Workshops take place every, 3 months and have between 8112 participants.

One of the most experienced inmate Facilitators Jason Cusworth has travelled the journey of both inmate Facilitator, and community Facilitator. The contribution he has made in working with young people both in and out of prison has been acknowledged by corrections and he has been welcomed back to Won Wron as a Facilitator, in spite of being on pay-role. We are indeed fortunate and blessed by his presence.

In early Dec.2000 we held a training day covering aspects important for us including "What TP is for us in our daily lives" and as a way of refreshing and rekindling aspects of the facilitating process.

Our AGM was the opportunity for us to hear the Programmes Manager from Won Wron share the challenges and inspirations of 20 years in Corrections. Inspiring for us. Thank you Chris.

We have articulated our own "mission statement" and now have a 4x4 publicity/information brochure of AVP(Vic). We have launched Another Way our newsletter. Thanks to Trish Fitzsimmons for sharing the name of her film,

We are waiting to hear if the "Out the Door" movement was successful in receiving funding for a series of workshops later in the year.

A series of community workshops in Kyncton was instigated by a group of staff from the nearby Malmsbury Juvenile Justice Centre. They are currently negotiating with us for AVP workshops to be introduced into the Centre. A T4F is planned for 17/18/19 August 2001, as the third workshop in this series. All welcome of course. A series of workshops has been requested from us later in the year in the Western District.

We have been so happy to see the weddings of Michael Pattinson and Leanie and also Jason Cusworth and Kerry Allan last year. The four of them continue to inspire us and contribute to the rich fabric of our AVP lives. All in all a year of hard work, dedication, laughter, joy and expecting the best.

ALTERNATIVES TO VIOLENCE PROJECT WA INC
Annual Report of the Chair
February 2001

Introduction

The focus of **AVP-WA** is giving workshops, and by that measure alone the year **2000** was certainly successful, as the table below shows. It is very pleasing to see the consolidation of our presence at Bandyup Prison and the training of two inmate Facilitators there. The total number of workshops, 15, is similar to the numbers for the past two years. On the other hand, it was very disappointing that we were able to give only one basic workshop at Casuarina.

The first steps toward implementing HIPP (Help Increase the Peace Programme) in Western Australia were taken. This is an exciting initiative that will place great demands on our resources but which promises to bring the message of non-violence to many more households.

	Workshops			
	<u>Basic</u>	<u>Advanced</u>	<u>T4F</u>	<u>Total</u>
Bandyup	3	1	1	5
Carlisle	1	0	0	1+
	(+1	'taster')		
Casuarina	1	0	0	1
Hakea Remand	2	1	0	3
Subiaco	3	2	0	5
Total number of workshops:				15+

The table shows the number of workshops given at each venue. Carlisle and Subiaco are community venues. Bandyup, Casuarina, and Hakea Remand are prison venues. The term 'taster' refers to a single session. **'T4F'** means 'Training for Facilitators'.

Community-

Six workshops were given in Subiaco and Carlisle, including two at the advanced level. No T4F was given, however, because of insufficient registrations. In order to increase our core of Facilitators, it will be important to give a T4F early in 2001. There is an advantage to giving our training workshop early in the year, rather than at the end, in that the new Facilitators are able immediately to gain experience in facilitating workshops through the year. Facilitating workshops and coming to training nights is the most effective **way** of becoming involved and committed to AVP.

Anticipated workshops in Mandurah and Rockingham did not take place because of changes in both sponsoring groups. This was a disappointment because the workshops given there in 1999 had been very well received and we had hoped that a core group would emerge to establish an AVP presence in those areas. We remain open to the possibility of expanding AVP beyond the Perth metropolitan area as opportunities present themselves.

Prisons

The programme at Bandyup had a very successful year. There were several notable 'firsts' that occurred. Men were accepted on the facilitation teams in an open and positive way; two inmates completed the training workshop and became Facilitators; and a community participant did the advanced and training workshops with the inmates.

The lack of a suitable venue continued to obstruct the scheduling of workshops in Casuarina. On several occasions a workshop was planned, only to be cancelled by the prison administration for lack of space. We managed to have one workshop in the protected unit, but none at all in the mainstream. It is important that we stay in contact with the AVP Facilitators there, both to support them and to maintain an AVP presence in the prison.

For the first time an advanced level workshop was given at the Hakea Remand Centre. The rapid turnover of prisoners on remand has prevented, until this year, having enough men on site who have completed the basic level in

order to do an advanced level workshop. The key to success may be to schedule the advanced workshop quite soon after the second basic, thus reducing 'leakage, from the pool of qualified participants.

Community Facilitators

One new Facilitator joined us this year. She is Kelli Featherstone, and we welcome her warmly. Kelli took the basic workshop in the community, but then took the advanced and training workshops as a participant in Bandyup Prison. Kelli gained some facilitation experience and we look forward to working with her in the new year.

Prison Facilitators

Two Facilitators joined AVP after completion of the T4F workshop in Bandyup Prison. Their commitment to AVP and their strength of purpose in completing the three levels of workshops were an inspiration to us all. We continue to have four Facilitators in Casuarina Prison.

The HIPP Programme - a New Venture

The 'Help Increase the Peace Programme' (HIPP) is a version of AVP that is appropriate for high school students. It began in Syracuse, New York a decade or more ago. HIPP is slowly following the path of AVP around the globe and meeting with similar success. For several years AVP-WA has recognised the great need within our regional high schools for a programme like HIPP, but knew that it was fruitless to begin before we had sufficient Facilitators prepared to commit themselves and their effort to it. Because it is most practical to give the workshops as a voluntary part of a school programme, the organisation and implementation of HIPP is a major undertaking. Last year five AVP-WA Facilitators agreed to take on this project. Funding was requested and received from the 'Save the Children Fund, to bring two HIPP trainers here from Sydney in August to train our core of HIPP Facilitators and, in collaboration with them, to give demonstration workshops in several area schools. In addition, two workshops were given by our newly trained Facilitators at one school in the spring. After a thorough assessment of these experiences from the perspectives of both AVP-WA and the schools, we intend in 2001 to begin a fully supported schedule of HIPP workshops. We recognise that, to be successful, we must make a long term commitment to this project. The need, however, is great; and we believe that once the HIPP programme becomes known within the school system it will be adopted widely. Indeed, as we look to the future, we see the possibility that AVP will become known to many adults through their children's experiences in HIPP. One can even imagine residential weekends for families with parents in an AVP workshop and, separately, their children in a HIPP workshop.

Training

The training nights are always special times in the life of AVP-WA because we have the opportunity to connect with each other in an informal and relaxed way. We were very pleased that Peter Prisgrove continued to lead us in improving our skills and exploring new areas. We find that some topics recur each year, and with good reason. In such areas as role plays, debriefing, feedback, and new exercises, both new and experienced Facilitators find that 'no amount of excess is too much'. New training topics this year included prison workshops, team issues, getting up a workshop, and preparation for the HIPP programme.

Funding

The AVP programme at Bandyup was established over the previous two years with a grant from the Mercy Foundation. The office of women's Affairs, through the Spirit of Women's Suffrage programme, has given us a grant of \$2,900 to continue and to firmly establish that programme.

A grant of \$2,500 from the Save the Children Fund made it possible to pay the costs of bringing Facilitators to Perth from Sydney in order to train our HIPP Facilitators. This has enabled us to run 'taster' sessions at many schools and to give full workshops at one school. These experiences were essential in order to prepare to offer a sound programme of HIPP workshops during 2001.

The Lotteries Commission gave us a grant of \$3,500 to buy a computer and a guillotine for dedicated use by AVP. All of our files, data bases, etc. will put transferred to the new machine, which will make it practical and easy to move AVP's virtual 'office, to whatever venue is most convenient for the Secretary.

The Ministry of Justice, at our request, provided us with \$2,200 to meet the direct expenses of our workshops in the prisons.

A local foundation, which requests anonymity, gave us a second grant of \$3,500 for advertising and promoting AVP in the community. This recognition of the value of AVP to the community is greatly appreciated. We need to plan for a strategically effective use of the funds to increase our workshop enrolments.

Presentations of AVP

Two invited presentations of AVP were given during the year. One was at the Community Aid Abroad Human Rights Conference at Curtin University. The other was for a meeting of the Financial Counsellors Association. Both presentations were well received by those present. It is seldom possible to know what the effectiveness of such talks is, but at the very least they spread an awareness of AVP and what we do, and that is important.

Social Gatherings

In addition to the informal socialising that surrounds the formal portion of training nights, AVP-WA had two special social occasions: a retreat at Camp Woody on the weekend of 15-16 July, and a year-end celebration at 35 Clifton Crescent on the evening of 7 December.

The retreat at Camp Woody was two days of fun and games, walks and talks, and some serious discussion of ideas for growing AVP-WAI. A list of suggestions to do this was developed and is attached to this report. It includes suggestions for publicity, for strengthening our core of Facilitators, for raising funds, and other matters. One of our management tasks for the year ahead is to review these suggestions and develop them into practical courses of action, as appropriate.

The year-end celebration in December was a shared meal with informal conversation followed by a discussion of the AVP International Gathering 2000. Out of that discussion came an agreement to have a visioning retreat on 20 January 2001 to which everyone in AVP-WA was invited to consider where we wish to take AVP-WA in the years ahead. As an organisation we have grown slowly, but solidly over the past six years. The group of active Facilitators has more than doubled in that time and the structure of the organisation has evolved and clarified. This seems like a good time to consider our future in a comprehensive way.

Roger Walmsley, Chair

IDEAS FOR GROWING AVP-WA

The following is an edited collation of many suggestions made at the AVP-WA retreat on 15-16 July 2000

- Have resident retreats/workshops at locations outside the metropolitan area.
- Have two Facilitator get-togethers annually.
- Improve our public relations through regular classified ads in community newspapers. This might be financed by making contact with the corporate world, both for funding and for giving in-house workshops. In addition to businesses, we could approach government departments such as the Ministry of Justice, Health departments and organisations devoted to woman's issues and community development. If enough funds were generated we might be able to hire a part-time publicity officer.
- Look at new ways to publicise AVP: making a video about AVP; developing our website; creating a new label for the organisation that emphasises positive things, rather than violence.
- Encourage more of our current Facilitators to be active in facilitating workshops and participating in management of the organisation.
- Revisit the issue of the minimum number of participants required for workshops.
- Continue to develop AVP in other regions of Western Australia and in other prisons.
- Expand the option of taking community people into prison to participate in workshops.
- Increase our national and international links. This can include extending invitations to AVP Facilitators from other communities, both Australian and world-wide, to visit AVP-WA and participate in our activities.